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Date: 28 June 78

TO: Del

FROM: [redacted]

SUBJECT: Discussion Panel's Blockers
After this

REMARKS:

The next panel will be an unstructured discussion group - no agenda. As a focus for discussion I suggest either

1. Leaks - what to do about them

2. DDO - where going in next 5-10 yrs

③ Case Office - how will character/necessary skills change in next 5-10 yrs.

which do you prefer to start w, or would you rather discuss something else?

JK

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Admiral Stansfield Turner
Director of Central Intelligence

DCI

19 - Cognac to Captain [unclear]
Blacks

STAT

Dear Admiral:

The subject of this letter is the article in the 27 June 1978 edition of the Washington Post. I am a concerned black GS-15 staff employee. Although not speaking on behalf of anyone else, I'm representing one view held by many other black employees of CIA.

All Agency employees will acknowledge the probability that either you were misquoted or your remarks were taken out of context. I'm concerned that any statement you now make will not be juxtaposed to any previous statement by you which many blacks would agree has forcibly and clearly expressed your position on affirmative action within CIA.

There are about 1,100 black employees in CIA. Despite 31 years of existence, CIA has only one black supergrade, a handful of GS-15 officers and, to my knowledge, no blacks in any line command position at Headquarters. The statements as reported represent a slap in the face to all blacks in CIA. I believe that the time is right for the DCI to issue an unequivocal statement on affirmative action in CIA, a statement addressed equally to the black (and other minority) population in the Agency and to the senior and mid level managers in CIA.

I am not so presumptuous to claim to speak for the blacks in CIA. If you met with a representative group of black employees, you would receive several points of view. The predominant view, however, is that very competent blacks feel a sense of hopelessness and frustration with their career progression in CIA. They also believe that various levels of Agency management feel confident in foiling the purposes of the Agency's affirmative action program.

Please permit me to express some thoughts on what an affirmative action statement from you might contain.

*DCI
Stand generally
OK
? J*

- a reaffirmation of Agency leadership's commitment to a positive and effective affirmative action policy.
- a recognition that affirmative action in the Agency has had minimal success.
- a categorical statement by the DCI that he expects all levels of management in the Agency to earnestly and conscientiously carry out CIA's affirmative action program in the hiring, the training and the assigning of all Agency personnel.
- an equally categorical statement that the DCI will hold all managers responsible for any attempt to foil, frustrate, sabotage or otherwise nullify affirmative action in CIA.
- a statement that although merit will continue to be the ultimate measure for advancement within the Agency, the DCI will ensure that opportunity will be afforded to all employees to be tested by the challenges of higher and more responsible positions.

Sir, you have an opportunity, and I would believe, an obligation to make crystal clear to all CIA employees where you stand on affirmative action.

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could find the time to meet with a representative group of [redacted] and
other minority employees.. The exchange of views would serve the
overall interests of CIA.

Set of 0
Respectfully yours,

[redacted]
Office of the
Inspector General
6E08, Hqs

P.S. The views expressed above do not necessarily represent the
views of the Inspector General, the Office of the Inspector
General or officers in the Inspectorate Staff.

Distribution:

Original and 1 - Director of Central Intelligence

1 - Inspector General
1 - Director/OEO

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1 [redacted]